

**EXHIBIT 91 TO  
HARVEY DECLARATION  
REDACTED VERSION  
(PART 1 OF 5)**

# Staffing Orientation



Google

Staffing Orientation\_Overview\_060805

# Introductions

- Name
- Experience in recruiting
- Role & area of recruiting at Google
- Time with Google
- One thing you want to get out of the class

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# What we will be covering

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- How is Recruitment Different at Google
- The Recruitment Process
- Google Comp & Equity
- Benefits, Immigration and Relocation

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How is recruitment different at  
Google?

## Part I

# Google Mission:

Organize the world's information  
and make it universally  
accessible and useful



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# What sort of person can achieve a mission like that?

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- Innovative
- High quality implementers
- Talented generalists
- Strong analytical skills
- Solution oriented mindset –You CAN get there from here



# Google Culture Fit

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- Enthusiastic
- Self motivated
- Passionate
- Well rounded with outside interests
- Ethical
- Communicate openly, clearly

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# Recruiter's Key Responsibilities

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- Manage the hiring process
- Limit corporate liability to non-solicit agreements
- Interview selection and guidance
- Influence Hiring Committee to make well-informed decisions in a timely manner
- Ensure candidate has a good experience

# A successful recruiter at Google is...



- Smart
- Resourceful
- Sees both the big picture & detail
- Efficient
- Strong interpersonal skills
- Able to handle stressful situations
- Lets go of “preconceived” ideas

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# Ways to be successful

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- Attend all five Staffing Trainings (Orientation, ATS Workshop, Day in the Life of a Recruiting Coordinator, Life of an Offer, OWF Workshop)
- Review the new recruiter orientation checklist
- Become familiar with the organization, Google functions and products
- Be resourceful. Many of the best recruiters create their own reference tools and learn to network with each other
- MOMA and the Staffing Website

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## Part II

### The Recruitment Process and Other Resources

# Who else is on the Recruiting Team?



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- Screeners
- Sourcers
- Candidate Engagement Specialists
- Recruiters
- Coordinators
- Interviewers
- Hiring Committees
- EMG & Larry
- Staffing Programs

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# Recruitment Process

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